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Board of Trustees Minutes, January 21, 1966

Eastern Washington State College

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Eastern Washington State College
MINUTES OF BOARD OF TRUSTEES MEETING
Friday, January 21, 1966, Spokane Club

The Board of Trustees of Eastern Washington State College met in business session at the Spokane Club, Spokane, Washington, on Friday evening, January 21, 1966, with the following present: Mrs. Robert Tanke, chairman, Mrs. R. R. Morrison, Mr. Harvey Erickson, Mr. Melvin B. Voorhees and Mr. Thos. F. Meagher, members; Dr. Don S. Patterson, president of the college; Mr. Fred S. Johns, secretary to the board; Mr. Henry Koslowsky, Director of Public Information; Dr. Wayne Loomis, Associate Director of Research; and Tom Wood, president of the Associated Students and Dr. Kenneth Halwas, president of the Faculty Organization. The meeting was called to order by the chairman, Mrs. Tanke, at 8:15 p.m.

It was moved by Mr. Voorhees, seconded by Mrs. Morrison that items "Minutes" through "Sabbatical Leaves" be approved. Motion carried.

MINUTES

The minutes for the meeting of December 17, 1965, were approved.

RESIGNATIONS

Auxiliary Services

Richard Sebastian, Reference Librarian, as of January 21, to enlist in the armed services

Non-academic

Margaret Hunt, Library Assistant I, Hargreaves Library, as of January 17, 1966

Carol Parker, Library Assistant I, Hargreaves Library, as of January 28 plus three days accrued leave

NEW APPOINTMENTS

Administrative

Dr. Robert N. Lass, Professor of English, as Associate Dean of Faculty on half-time basis for twelve months, with half-time for the academic year in the Division of Language and Literature, and half-time for the fiscal year in administration, with no change in salary, effective January 1, 1966, and subject to regulations governing administrative personnel

Academic

Stanley F. Robinson, as Associate Professor of Mathematics, at position 14 on the 1966-67 salary schedule, contingent upon completion of the doctorate by September 1966

B. A. S., UCLA

M. A., University of Southern California

Ph. D., expected in June 1966 from USC

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Academic (cont'd)

Glen O. Fuglsby, as Associate Professor of Industrial Arts and chairman of the department, at step 14 of the 1966-67 salary schedule, for the academic year 1966-67

B.S., South Dakota State College

M. A., University of Minnesota

Ph. D., Iowa State University

James A. O'Brien, as Assistant Professor of Accounting and Finance, at Step 8 on 1966-67 salary schedule, contingent upon completion of doctorate by September 1966; otherwise Step 6

B. B. A., Gonzaga University

M. B. A., University of Oregon

Student Appointments

Maria Siri, Teaching Assistant in Spanish, from half-time to two-thirds time for winter and spring quarters

Margaret Palmer, Teaching Assistant in Speech, at base rate of \$5,900, making \$385 for three hours for winter quarter

Marvin Morasch, Teaching Assistant in Speech, at base rate of \$5,900, making \$385 for three hours for winter quarter

David Earling, to be continued for winter quarter as Senior Research Assistant, at \$400 to be paid from Grant H-285

Lawana Ernst, as graduate fellow in music, winter and spring quarters at \$1200 (replacement)

William H. Yankee, Jr.) to be continued as student teaching assistants

David M. Daugharty) in mathematics for winter quarter at \$600 each

Walter Finnie) as senior pre-graduate assistants in history at \$85

George Sparks) per month for winter quarter, as of January 3

Kathy Flett) as junior pre-graduate assistants in history at

Joyce Williamson) \$65 per month for winter quarter, as of January 3

Richard I. Sherwood, student teaching assistant in industrial arts, at \$500 for winter quarter

Advisory Council on Teacher Education

Carl Stoltz, representing Elementary School Classroom Teachers from Region 3 (Metaline Falls)

Lloyd Stannard, representing School Superintendents from Region 5, (Davenport) =

David Gaiser, representing the School Directors from Region 4, (Moses Lake)

Mrs. Earl Hilton, lay representative, (Cheney)

Non-academic

Janet Corbin, as Cashier I, Bookstore, at \$254 per month on an eleven months basis, as of January 3 (new position)

Liane Peterson, Food Service Supervisor, Tawanka Commons, at \$424 + M per month on provisional basis (new position)

Sharon Tanner, Certification Clerk, Division of Education and Psychology, at \$342 per month as of January 1 on provisional basis

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Non-academic (cont'd)

Karen Scheminske, Clerk-typist I, Admissions Office, as of January 4 at a salary of \$265 (new position)
Dana Sexton, Registration Clerk I, Registrar's Office, at \$254 per month on provisional basis as of January 4 (replacement)
Jean Welch, as Clerk-typist, Field Services, at \$265 per month as of December 29 (replacement)
Linda Windhorst, Clerk-typist I, ICC, at \$265 per month on eleven months basis as of January 1
Diane Hamm, Library Assistant I, Hargreaves Library, at \$301 per month as of January 19 (replacement)
Vickie Rigby, as Food Service Worker I, Tawanka, at \$234 + M on eleven months basis as of February 1 (replacement)
Thomas V. Edwards, Custodial Worker I, Physical Plant, at \$328 as of January 13 (new position)

Promotions

Lavonne Graham, from Clerk-typist I to Secretary-stenographer I, registry office, at \$289 per month as of December 27 (replacement)

Change in Status

Freida Elliott, Food Service Worker II, Tawanka Commons, from provisional to regular basis as of January 1 (\$254 + M, 11 mo)
Pearl Weisman, Food Service Worker II, Tawanka Commons, from provisional to regular basis as of January 1 (\$254 + M, 11 mo)

Reclassification

Laulette Lockwood, from Clerk-typist I to Registration Clerk II, Registry Office, at \$301 per month as of January 1
Jean Beke, from Clerk-typist I to Registration Clerk II, Registry Office, at \$301 per month as of January 1
Lorena Bedient, from Clerk-typist I to Registration Clerk II, Registry Office, at \$301 per month as of January 1
Donna Reed, from Clerk-typist I to Registration Clerk I, Registry Office, no change in salary as of January 1
John Mamanakis, from Athletic Equipment Clerk to Athletic Equipment Clerk II, HPERA, at \$407 as of January 1 on eleven months basis
Iris McDougall, from Food Service Supervisor to Counter and Dining Room Supervisor at same salary on eleven months basis as of January 1
James Rogers, from Accountant to Chief Accountant, business office, at same salary as of January 1

The following personnel in the Physical Plant are reclassified to Utility Man as of January 1 at the salary as indicated:

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Gary Ocheltree, Painter, at same salary of \$504
Harry Huffman, Painter at same salary (represents increment) \$575
Dick Dus, from Painter, at same salary of \$483
Delbert Hardie, from Carpenter at same salary of \$575
Harold Haugen, from Carpenter at same salary of \$504
John Ferguson, from Maintenance Mechanic at same salary of \$527
Clarence Hughes, from Electrician at same salary of \$550
Max Pierce, from Electrician at same salary of \$575
Richard Boyes, from Plumber at same salary of \$575
Jack Hutchinson, from Carpenter at same salary of \$550
Wim Albers, from Carpenter at same salary of \$483
Willard Kinnick, from Steam Engineer from \$527 to \$550
Walter Johnson, from Steam Engineer from \$483 to \$504
Chester Phillips, from Steam Engineer, at \$550 from \$527
Karl Meyer, from Steam Engineer from \$527 to \$550

TRAVEL

Glen O. Fuglsby, round trip, Winona to Minneapolis (twice)
for interview with Dean Kabat, \$33.60
Howard E. Hopf, Assistant Professor of Radio-TV, to attend mid-
winter conference of the Advertising Association of the West,
speaker, Palo Alto, January 28-30, \$125 toward travel
Gerald F. Estes, Instructor in Business Education, to attend
annual convention of National Business Education Association,
February 14-20, Chicago, travel
Graham E. Johnson, Alumni Secretary-Assistant in Field Services,
to attend conference on alumni relations and development,
February 13-15, travel and per diem to Chicago
Ronald W. Neperud, Assistant Professor of Art, to attend 54th annual
meeting of College Arts Association, New York, January 27-29,
travel and per diem
Walter L. Powers, Professor of Education and Psychology, to
participate in selection interviews for an ACE Ford Foundation
Internship Award, San Francisco, January 21-22, no expense
Robert C. Smith, Associate Professor of Education, to attend
AASA Convention, Atlantic City, February 9, travel and per diem
Norman S. Thompson, Associate Professor of Business Education,
to attend annual meeting of National Association for Business
Education, Chicago, February 14-19, travel
Ruth Whitmarsh, round trip Urbana-Chicago, December 17, for
interview with Dean Kabat, position in home economics, \$27.00
Graham E. Johnson, Alumni Secretary, to preside over dinner
meeting of alumni in California, San Francisco, March 2-6,
per diem, with travel by ROTC bus with chorale group)
Robert B. Anderson, Assistant Professor of HPE, to take tennis
players to Missoula for Montana Invitational, April 21-24
Robert G. Thompson, Professor of Mathematics, to attend annual
meeting of MAA and AMS, Chicago, January 24-27, travel
and per diem

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SABBATICAL LEAVES

Postponement of sabbatical leave granted Miss Eva Myrle Johnson, Director of Food Service, for winter and spring quarters of this year to fall and winter quarters of 1966-67, following same program as presented last year

Robert F. Bender, Associate Professor of Accounting (1959) for 1966-67 academic year. To secure public accounting experience in order to complete CPA certificate. If such an internship is remunerative beyond the college's compensation, the college's amount will be in terms of the amount received.

Dr. Walter L. Powers, Professor of Education and Psychology (1954) for 1966-67 academic year. To survey and analyze programs of guidance and counselling training in the English system of Higher Education

Mr. Francis Schadeegg, Associate Professor of Geography (1946) for the 1966-67 academic year. To study rural and urban planning and urban geography. Great Britain, Sweden, Denmark, West Germany, France and Spain

Dr. Vincent L. Stevens, Associate Professor of Chemistry (1959) for the 1966-67 academic year. To complete survey of research in biochemistry and publish a book on biochemistry applicable to graduate level studies

Dr. Loyd W. VandeBerg, Professor of Industrial Arts (1947) for spring quarter 1966-67. To study the industrial education in college programs of New Zealand and Australia and the gem stones of the Pacific to eventuate in a publication

INSURANCE COVERAGE

A. Mr. Roy Arnold, representing the firm of McGovern and Carroll, appeared and asked for consideration of his firm in the naming of a Broker-of-Record. Mr. Jack Higgins, currently the Broker-of-Record for the Board of Trustees, appeared and briefly reviewed the present insurance coverage. He noted that the current package policy was written for three years and that the first anniversary will occur on February 11, 1966. He said that the current policy will remain in effect unless cancelled by the board, and he suggested that if the board is considering cancellation, it should be done on the anniversary date. He requested an opportunity to reappear before the Board of Trustees when the agenda is not so crowded. The chairman invited him to appear at the February meeting. Action on this item was postponed until that time.

B. Student Life and Health Insurance Coverages. Tom Wood, president of the Associated Students, reported that bids had been received by the Student Government's Insurance Broker for voluntary student health insurance. The broker recommended that the student body select the plan

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offered by the low bidder, United Pacific Insurance Company. Mr. Wood also reported that a voluntary student life insurance group coverage was available through the National Students Association, of which the Eastern student body is a member, and that the policy had been approved by the Student Personnel Council of the Academic Senate. He recommended approval by the board of these two insurance plans. It was moved by Mr. Meagher and seconded by Mr. Erickson that the plans be approved. The motion carried.

LAND TRADE REPORT

Action on this item was postponed to the February meeting because the special committee consisting of Mr. Erickson and Mr. Meagher had only received the balance of the appraisal reports two days before the meeting.

INCREASE IN THESIS BINDING FEE

It was moved by Mr. Meagher and seconded by Mr. Voorhees that the recommendation of Dean Whitfield of the Graduate Office, and which was endorsed by Dr. Patterson, that the fee for the binding of theses be increased from \$10.00 to \$20.00, to become effective with the 1966-67 academic year, be approved. Motion carried.

FUNDS FOR BOOKSTORE

The Student Union Bookstore has requested additional funds of \$2,600 for new furnishings and equipment in the expanded bookstore. The additional amount is asked because of the fact that the low bid for furnishings and equipment exceeded the \$29,000 approved for the remodeling project. Mr. Erickson moved and Mr. Meagher seconded the motion that the request be approved. Motion carried.

BOARD AND ROOM RATES - GUEST RATES

Mr. Johns recommended that the current basic board and room charges be maintained without increase for the 1966-67 fiscal year.

He also recommended a revision in the schedule of charges for dormitory guest rooms and for the housing of student guests and college-sponsored conferences in the dormitories according to attached schedule.

It was moved by Mr. Voorhees, seconded by Mr. Erickson, that the two recommendations be approved. Motion carried.

RECOMMENDATIONS OF PERSONNEL COMMITTEE

Mr. Johns reported that the Personnel Committee of the Board of Trustees had met earlier in the day. The committee elected Mr. Voorhees as chairman for the coming year, effective as of the current meeting. The committee also adopted a revision in the rule covering overtime compensation. (See attachment). It was moved by Mr. Voorhees and seconded by Mr. Erickson that the report be approved. The motion carried.

ACCEPTANCE OF CONTRACTS

It was moved by Mr. Erickson, seconded by Mr. Voorhees, that the following contracts be accepted. Motion carried.

1. Mechanical contract held by Warren, Little and Lund on Dryden Hall. Architect has certified work completed and satisfactory
2. General Construction Contract held by Selkirk Company on Dryden Hall. Architect recommends contract be accepted as of November 12, 1965.

CONVERSION OF HEATING PLANT TO GAS

Dr. Loomis reported that five bids for the conversion of the heating plant to gas fuel had been received on January 20, 1966. He read a letter dated January 21, 1966, from Mr. H. Jack Reeves, Project Engineer, recommending that the contracts be awarded to Warren, Little and Lund on the basis of their basic bid of \$12,709.00 plus the alternate of \$715.00 for a contract amount of \$13,424.00. It was moved by Mr. Meagher and seconded by Mr. Erickson, that the engineer's recommendation be accepted. Motion carried.

ACCEPTANCE OF CONTRACTS ON TAWANKA, MARTIN HALL AND HUDSON-GARRY HALL REMOVAL

It was moved by Mr. Meagher, seconded by Mr. Erickson, that the three following contracts be accepted. Motion carried.

- A. Two contracts with Womack and Conboy on Tawanka Commons equipment installation
 - (1) Installation of two subveyors and feeder
 - (2) Installation of conveyor unit
- B. Contract with Goebel's Construction Company on Martin Hall office remodelling

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C. Contract with Mong and Larson for removal of Hudson-Garry Hall

CHANGE ORDERS ON DRYDEN HALL

Mr. Meagher moved that the following change orders on Dryden Hall, submitted by Carroll Martell, architect, be approved. Mr. Voorhees seconded the motion, which carried.

(1) Install double door for service entrance at lower level	Add \$1,211.00
(2) Revise paving in court	Deduct 341.00
	Add 1,135.00
(3) Install wood edge paving strips along drives	Add 585.20
(4) Install rubber risers and skirt coverings on back stairs for finished appearance	Add 391.00
(5) Install rubber base at room convectors for finished appearance	Add 198.00
(6) Grade and develop Tenth Street at back of Dryden Hall	Add 1,361.31
(7) Omit Ash Street sidewalk and curb - street will not be opened at this time	Deduct 1,200.00
(8) Additional footings and foundation necessary to reach good bearing surface	Add 1,466.00
Total Net Cost	----- \$4,806.51

COMPLETION DATE ON DRESSLER HALL

Dr. Loomis reported that the contracts on Dressler Hall allow 480 days construction time. Due to late contract award dates, completion is not required until early December, 1966. It would be to the advantage of the college to have the building ready for September school opening.

The contractors propose to accept a change in completion date to September 10, 1966, in return for free heat needed to keep construction in full swing. Estimated heat costs would be \$6,900, with actual heat costs to be billed to the college after March 31.

It was moved by Mr. Meagher, seconded by Mr. Voorhees, that the change order be accepted. Motion carried.

KENNEDY LIBRARY ITEMS

- (1) Change order on Additional Costs of Footings and Excavation
Mr. Kimball Barnard, project architect, reported that the actual depth to bedrock was greater than had been estimated in the bidding documents and that a change order adding \$7,719.53 to the general contract on the basis of the general contractor's unit price bid for excavation work was in order. It was moved by Mr. Meagher, seconded by Mr. Erickson, that the change order be accepted. Motion carried.

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(2) Change Order for Modification Requested in Audio-Visual Area for ICC

Mr. Barnard reviewed changes in the audio-visual area of the building that had been requested by Dr. Keith Midgley, who had been appointed Director of Audio-Visual Services after that part of the building had already been designed. Mr. Barnard asked permission to secure proposals from the contractors for the change orders not to exceed \$9,000. It was moved by Mr. Voorhees, seconded by Mr. Erickson, that the request be granted. Motion carried.

(3) Brick Samples

Mr. Barnard presented samples of four different bricks that are available for the exterior and interior walls of the building. He recommended that embered mission brick be used on the exterior walls and that ember red smooth brick be used on the interior walls. It was moved by Mrs. Morrison and seconded by Mr. Voorhees that the recommendation be approved. The motion carried.

(4) Art Work

Mr. Barnard requested authority to spend up to \$7,000 on art work for the library building. He suggested that a committee consisting of himself and designated college officials select an artist and submit sketches of the proposed work to the Board of Trustees for approval. Dr. Patterson asked if it would be possible to get competitive submittals from several artists. Mr. Barnard replied that each artist would have to be paid for his work in submitting proposals or that a design competition with a substantial cash prize could be held. After discussion, Mr. Barnard suggested that his firm look into what has been done in the way of art competitions and report back to the board at the next meeting. It was moved by Mr. Meagher and seconded by Mr. Voorhees that the item of art work be tabled until the February meeting at which time further recommendations would be received from the architects. Motion carried.

HIGHER EDUCATION FACILITIES ACT CONSTRUCTION GRANTS

Dr. Loomis reported that the college has been tentatively allocated the sum of \$511,000 in outright grants for construction of instructional facilities. (1) \$502,000 in original budget was increased by \$251,000 in federal funds to construct additional classroom and office space; (2) original project budget of \$350,000 was increased by \$175,000 in federal funds for an enlarged building program for industrial arts; (3) the project budget of \$170,000 for the conversion of Hargreaves Library to instructional use was increased by federal grant of \$85,000.

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CHANGE IN BYLAWS

Dr. Patterson recommended that the changes as shown on the attached sheet, passed by the Senate on November 15, 1965, be approved by the board in order that our policies conform to prevailing practices in institutions of higher education. It was moved by Mr. Erickson, seconded by Mr. Voorhees, that the change in bylaws be approved, to become effective with the 1966-67 academic year. Motion carried.

CHARGES OF RACIAL DISCRIMINATION IN FRATERNITY

Dr. Patterson reported that he had placed in the board's hands earlier in the evening a communication from Tom Wood, Associated Student President, accompanied by signed statements to two students stating that two incidents of racial discrimination had occurred in Epsilon Sigma fraternity in the fall quarter of 1962. Dr. Patterson stated that he had received this communication from Tom Wood on the afternoon of Monday, January 17, 1966, and that he had been unable to do anything about it on Tuesday since he was off campus all day at a meeting of the five state college and university presidents. On Wednesday the charges were considered by the Student Personnel Council of the Academic Senate and on Thursday afternoon by the Academic Senate.

Mr. Erickson said that since the board had just received this information that evening and had no opportunity to study it, and since no stenographer was on hand to take verbatim record of any statements that might be made, and since the charges related to incidents which were alleged to have taken place in 1962, that this matter be set over to some future time. Tom Wood stated that the alleged practices were in existence when the fraternities and sororities were first approved by the Board of Trustees, and therefore correct information was not given to the Board of Trustees when recognition of the Greek groups was approved. Dr. Patterson noted that the approval by the board for fraternities and sororities to seek national affiliation was adopted by the board at their meeting of May 22, 1964.

Mr. Voorhees noted that he had made the motion at the 1964 meeting which allowed the Greek groups to seek national affiliation, and that if someone had made these charges at that time he might have had second thoughts. But he said that was the time to raise the charge based on a 1962 incident and not January of 1966. He stated that the fraternity in question was being charged with an alleged violation in 1962 of a regulation which was not adopted until May of 1964, and that under the basic legal principles of the country, no one should be convicted of violating a law or rule that was adopted after the fact. Mr. Meagher stated that he agreed with Mr. Voorhees

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but that obviously several people at the meeting wanted to speak, and he thought that they should be heard.

Tom Wood stated that he agreed with Mr. Voorhees' comments but that several people who had appeared before the Board of Trustees in May of 1964 were involved in the 1962 incident or had direct knowledge of it, and that these persons had told the board in 1964 that they knew of no such incidents.

Ron Chatburn, representing Epsilon Sigma, the primary fraternity at which Mr. Wood had brought the charges, stated that there is not one person now in active membership in the fraternity who was a member in 1962. He said that only three students are still in college who were in the fraternity at that time, and that they are no longer in the fraternity. Mr. Erickson asked Mr. Chatburn if the bylaws of the fraternity provide for racial discrimination; Mr. Chatburn answered in the negative. Mr. Erickson asked Mr. Chatburn if he knew of any member who had violated or conspired to violate the bylaws; Mr. Chatburn replied in the negative. Mr. Voorhees asked Mr. Chatburn if during the 1962-63 period in question any white students had applied for admission in the fraternity and had been turned down; Mr. Chatburn answered in the affirmative.

Dennis Schons stated that he was one of the four originators of Epsilon Sigma and was its treasurer and a member of its bylaws committee at the time in question. He said that the four originators of the group had handpicked sixteen other members to get the group started, and that they had decided to take no new members for the balance of that year without a twenty to nothing vote. He noted that one of the twenty members was a Negro. He said that Joe Barrow, a Negro student, asked for membership, and that the twenty members had voted on it. Mr. Schons said that he did not recall how the vote went, but that he himself had voted against taking in a new member, and that was enough to keep Mr. Barrow out under the temporary bylaws in effect at that time. Mr. Schons said that he left the fraternity at the end of fall quarter 1962, and some others left at that time, leaving three or four openings for membership. He stated that in his opinion if Mr. Barrow had reapplied at that time, he thought that he would have been accepted. Mr. Voorhees asked Mr. Schons if any Caucasians were turned down for membership during the fall quarter of 1962; Mr. Schons replied in the negative.

Mr. Meagher said that he assumed that the charges were being lodged on the basis of a civil rights issue, and asked Mr. Wood if this was correct. Mr. Wood replied that it was correct. Mr. Meagher stated that there was a confusion between civil rights and social rights, and that the right of association was involved in this case. He stated to the fraternity and sorority members present in the room that he did not believe that they should be required to defend themselves in their right of free association.

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Mr. Erickson stated that if anyone had any evidence of a violation of fraternity bylaws concerning discrimination since May of 1964, then it would become a matter of concern for the Board of Trustees.

Dr. Halwas asked if the Board of Trustees had received notification of the recommendations of the Student Personnel Council and the Faculty Senate. Mrs. Tanke said that these recommendations had been put in the hands of trustees that evening.

Mike Lehan, one of the two signers of the statements, presented by Mr. Wood, stated that Joe Barrow was told that no more members would be accepted to the group until the fall of 1963, and that within a month of his being told that, a white student was admitted and several other white students were admitted later in the year.

Grant Smith, representing Beta Delta Theta fraternity, stated that his group was formed two years ago, and further stated without reservation that there is no discrimination in his fraternity.

Kathy Meadows, representing Kappa Theta Chi, stated that she had been a charter member of that group since the spring of 1963, and further stated that there was no discrimination in her sorority.

Brad Nixon, the other signer of the statement along with Mike Lehan, stated that he could answer any questions that the board members might have. Mr. Voorhees asked Mr. Nixon why he had left the fraternity. Mr. Nixon answered that he had been disgusted with the alleged acts of discrimination. Mr. Voorhees asked Mr. Nixon why he did not report the situation to the proper school authorities at that time. Mr. Nixon answered that he thought that it would not have done any good.

After further discussion, it was moved by Mr. Erickson that the Board of Trustees give the presently existing fraternities and sororities at Eastern Washington State College a clean bill of health and vote of confidence on the basis of the information that the board has to date, and that this action would not preclude continued vigilance by the board of this situation. The motion was seconded by Mr. Meagher. Dr. Halwas asked how this action would affect the recommendations of the Student Personnel Council and Academic Senate, and he outlined three recommendations that had been made by the two groups. The question was called for and the motion carried.

Mr. Meagher moved that the recommendations of the Student Personnel Council and the Academic Senate be rejected. The motion was seconded by Mr. Erickson. Mr. Voorhees moved to postpone Mr. Meagher's motion indefinitely, saying that the board's adoption of the Mr. Erickson's motion disposed of the Academic Senate recommendations and made Mr. Meagher's motion unnecessary. Mr. Meagher then withdrew his motion.

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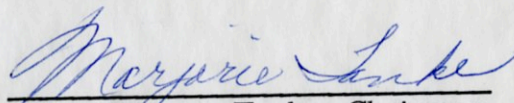
Dr. Patterson stated that because these accusations had been made and because they were a matter of concern of the faculty bodies which had given them serious deliberation during the week, he proposed to move up the scheduled review of the fraternities and sororities to this year. Under existing policy, the review would be made routinely after three years of the group's existence. The board agreed that this is a matter for administrative decision.

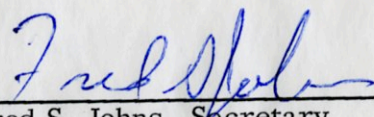
Mr. Ron Chatburn asked if the action of the board meant that his fraternity would be free to go ahead with its plans for national affiliation. The chairman ruled that this was correct.

ADJOURNED

The board adjourned its meeting at 10:30 p.m., with the next scheduled meeting set for February 18, 1966.

APPROVED


Mrs. Marjorie Tanke, Chairman


Fred S. Johns, Secretary

PROPOSED GUEST AND CONFERENCE RATES FOR HOUSING

Room Rent per Person per Night

1. Guest of a Student of Eastern Washington State College

No Towel or Maid Service

In vacant half of occupied double	\$1.25
Double room	1.50
Single room	1.75
Guest room	4.00 (Two, \$3 ea.)

2. Conferences - College Sponsored

A. No Towels or Maid Service - Add Thirty Cents for Towels and Soap

	<u>One Night</u>	<u>Two or More</u>
Double room	\$2.50	\$2.25
Single room	3.00	2.75
Double used as a single	3.50	3.25
Guest room	* 5.00	4.75

B. With Towels and Daily Maid Service

Double room	\$3.25	\$3.00
Single room	4.00	3.75
Double used as a single	4.50	4.25
Guest room	* 5.00	4.75

3. High School Age Groups (e.g., Summer Creative Arts Festival, etc.)

Supply Bedding and One Blanket, No Towels or Maid Service.

Double room	\$2.00	\$1.75
Single room	2.50	2.25
Guest room	* 5.00	

4. Guest Room* 5.00 4.75

* If two people occupy a guest room, it will be \$4.00 each for one night and \$3.75 each for two nights or more.

The following change in the bylaws was passed by the Senate on November 15, 1965. This policy change will be effective with the 1966-67 contracts which are initial.

1. Bylaws, Article IV, Section 2.

Beginning at the second paragraph where it reads:

"The appointment may be terminated at the end of the current period of appointment by the administration of the college by means of a notice of termination delivered to or served upon the appointee on or before April 1st of any given year, or at any time for good and legal reason as provided for herein by Article VIII, Sections 2 and 3."

Change to read:

The appointment may be terminated by the administration of the college by means of a notice of non-reappointment, or of intention not to recommend reappointment to the Board of Trustees in writing in accordance with the following standards:

1. Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year, or, if a one-year appointment terminates during an academic year, at least three months in advance of its termination.
2. Not later than December 15 of the second academic year of service, if the appointment expires at the end of that year; or, if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination.
3. At least twelve months before the expiration of an appointment after two or more years in the institution.

2. Bylaws, Article V.

As it now reads:

Section 1--Definition of Tenure

Continuous tenure as used herein is defined as the right of an individual to retain a position as a member of the staff contingent upon competent professional service and loyalty to the college and as provided in Article VII.

Change to read:

....right of an individual to be retained as a member of the staff at a comparable academic level and salary contingent upon competent professional service as provided in Article VII.

As it now reads:

Section 2--Qualifications for Tenure

(1) A full-time professional staff member whether having served as a full-time teacher, administrator or a combination teacher and administrator, shall have continuous tenure in the college when appointed for the fourth consecutive year.

Change to read:

....for the fifth consecutive year.

TO:

FROM: Pat L. Hunt, Director of Personnel

DATE: January 25, 1966

The Personnel Committee by its action of January 21, 1966, adopted several changes to the civil service rule 6.11. The amended rule, as adopted, follows.

"For all employees, time worked in excess of eight (8) hours in any work day and all hours worked on the sixth day of the employee's work week constitutes overtime. The employment and program of work of each organizational unit shall be so arranged as to reduce to a minimum the necessity for overtime work except for emergency conditions. Except when specifically required by law, overtime as authorized by the appointing authority shall normally be compensated for by compensatory time off at the rate of one-and-one-half times the hours worked.

In certain emergency situations with prior approval of the Personnel Director, overtime may be paid for at the rate of time-and-one-half. For positions that may require emergency work after regular hours, a lump sum may be added to the regular salary and paid on an annual basis. Under this arrangement no overtime will be given for such work.

Research contracts may provide that prior approval to pay overtime wages must be secured from the sponsoring agency.

No allowance of any kind shall be provided for overtime work not authorized by the appointing authority or his duly authorized representative. Compensatory time off for overtime work shall be taken by employees as soon as possible and must be taken with ninety (90) days after accrual, unless otherwise authorized by the President. The provisions of this rule shall not prevent the hiring and payment of employees for special night or overtime work authorized as to payment and rate of pay by the Personnel Director.

Overtime compensation either by cash or compensatory time off shall normally not accrue for any managerial employee designated as such by the President."